



## Sailors Speak With Adm. Clark in Singapore

*By Storekeeper 3rd Class Tina Villalobos, Logistics Group Western Pacific Public Affairs*

SINGAPORE (NNS) — Chief of Naval Operations Adm. Vern Clark drew his audience of Sailors close, figuratively and physically, when he made his first visit to Singapore as CNO on March 23.

Clark stopped in Singapore to attend a ceremony celebrating the arrival of the first U.S. aircraft carrier to moor pierside in Singapore.

The CNO told more than 200 Sailors to break ranks and form a tight group around him as he discussed his vision and appreciation for the Navy and its future. The covered patio of the Terror Club in Singapore shielded everyone from the sun as fans cooled the humid air. The patio was filled to near capacity, with Sailors stationed in Singapore and their shipmates from six ships visiting here.

He told the group about his "Top Five" priorities: manpower, current readiness, future readiness, quality of service and alignment.

"Item number one on the Top Five is the war for people, and that's you," the CNO said.

One junior Sailor agreed.

"I think that is very important for the Navy — if we want to continue to be a world power — to have manpower," said Engineman Andre Howard.

Clark invited the Sailor from USS *Hewitt* (DD 966) to speak with him. With one arm



**Admiral Vernon Clark, Chief of Naval Operations, visits naval personnel for an "All Hands Call" in Singapore while there for the opening of the deep draft pier at Changi, Singapore. Photo by Photographer's Mate 1st Class (NAO) Chris Desmond**

## First Lady Talks With Sailors About Education, "Troops to Teachers"

*By Journalist 1st Class(SW) Scott Sutherland, Naval Station San Diego Public Affairs*

SAN DIEGO (NNS) — Asking service members to "consider another challenge after you get out of the service — teaching in classrooms," First Lady Laura Bush made her first official White House public appearance March 23 at Naval Station San Diego to advocate her primary interest, education, and to highlight the Troops to Teachers Program (TTP).

With USS *Shiloh* (CG 67) and USS *Decatur* (DDG 73) as a backdrop, the First Lady spoke to more than 1,000

Sailors and Marines about starting a second career in teaching.

"You answered the call to serve your country in the finest Armed Forces in the world," Mrs. Bush said. "As you prepare to leave the military, we ask you to turn your attention to the home front, to Uncle Sam's classrooms, where we need your service as teachers. America's schoolchildren need you, and I'm here to enlist, or rather, re-enlist your help through the Troops to Teachers Program."

TTP was originally established in 1994 to give new opportunities to pursue new careers in public education to service members, Department of Defense (DoD) and Department of Energy civilian employees affected by military downsizing.

"Over the next 10 years, schools in our country will have to hire thousands of teachers to keep up with our growing

# When Vice Adm. Norb Ryan Talks, Sailors Listen ...

By Journalist 1st Class Chris Alves, USS John F. Kennedy Public Affairs

MAYPORT, Fla. (NNS) — More sea pay, improved quality of life and better advancement opportunities, equal a happy, healthy Sailor.

Sailors from USS *John F. Kennedy's* (CV 67) Battle Group walked the walk to the carrier's hangar bay where Chief of Naval Personnel Vice Adm. Norb R. Ryan Jr. talked the talk. Pay, benefits, quality of life, advancements and retention were among the topics of discussion for more than 2,000 Sailors from *Kennedy*, USS *Hue City* (CG 66) and USS *Vicksburg* (CG

69), who attended the all-hands call aboard the Mayport-based *Kennedy* recently.

Fire Controlman 2nd Class James Sanders, a Cooperative Engagement Capability technician aboard "Big John," asked the personnel boss why there is such disparity in advancement opportunities between rates in the Navy.

Ryan explained that there have been problems in some rates' advancements since 1990. Advancement opportunities were lean for many years but are improving,

Ryan explained. "We are opening the aperture for advancement, trying to make more room for Sailors coming up." He referred to the additional 1,000 Sailors advanced from the September 2000 exam cycle.

Sixty-seven percent of the Sailors who passed the E-4 exam were advanced — 2,000 more Sailors than originally planned are expected to be advanced in the remainder of the year in pay grades E-4 to E-7.

"We're trying to get more Sailors advanced to E-7 so

that the E-4s through E-6s can get better advancement," Ryan said.

As an example of this, 381 first class petty officers with more than 19 years of service made chief petty officer last year. But better advancement opportunity wasn't the only dollars and cents issue Sailors had questions about.

When asked about career sea pay, Ryan responded,

"Congress took action in the FY01 authorization bill to

*See Ryan, page 5*

## First Lady, con't. from pg. 1

student population," Mrs. Bush said. "As many of you know already, there's a teacher shortage, particularly in underserved, inner city, and rural areas. As we confront this need, we turn to former military personnel for their help. My husband thought I was kidding when I told him I was going to call in the military. But he supports me 100 percent, and he supports you 100 percent."

"Troops to Teachers is designed especially for you, as you move from the battleships to the blackboards as America's newest teachers," said the First Lady.

The transitional program helps former service members earn their teaching credentials. Once certified, Troops to Teachers will help them find teaching positions in their home states, or wherever they decide to live, after retirement.

"We're looking for the best and brightest minds to serve in our classrooms," the First lady continued. "We want people like you, who have qualities

that make excellent teachers — an ability to thrive on overcoming challenges, a drive to achieve results, and a commitment to reaching every goal you set."

Nearly 4,000 former service members have joined the ranks as teachers under the Troops to Teachers Program. Mrs. Bush said many of them have science, math and engineering degrees, "disciplines and subjects that our children and our schools definitely need."

"Beyond that, you're tremendous role models, with a sense of duty, honor and country that our children need to emulate," Mrs. Bush said. "The challenge is different, but the reward is great."

One of the many Sailors in attendance during the First Lady's visit, Gunner's Mate 3rd Class Heather Scott, a crewmember aboard USS *Howard* (DDG 83) and a native of Jacksonville, Fla., wants to be a teacher when she gets out of the Navy. She was impressed with Mrs. Bush's appearance



**First Lady Laura Bush (left) with Vice Adm. Edward Moore Jr., Commander, Naval Surface Forces, U.S. Pacific Fleet, and his wife Debbie, after arriving aboard Naval Air Station, North Island, Calif., to promote "Troops to Teachers."**  
Photo by Photographer's Mate 1st Class Charles Cavanaugh

here.

"I'm quite amazed that she was interested in coming to San Diego to promote the Troops to Teachers Program," Scott said. "I was impressed that she took the time to talk to Sailors."

The First Lady said her commitment and role in the Troops to Teachers Program is to make sure no child is left

behind. "This naval station is a training ground," Mrs. Bush continued. "Skills are sharpened and refined here. Men and women become true leaders here, and when you're not deployed, you're teaching and learning from one another. It's this kind of duty that translates into a career in teaching."

# Pierside in Singapore Works for Navy, Sailors

By Lt. Leslie Hull-Ryde, Logistics Group Western Pacific Public Affairs

SINGAPORE (NNS) — Ships of the USS *Kitty Hawk* (CV 63) Battle Group cruised into Changi Naval Base on March 23, marking the first time a U.S. carrier has moored pierside in Singapore.

The U.S. Navy's top leader met with his Singaporean counterpart to commemorate the arrival of USS *Kitty Hawk*, USS *Chancellorsville* (CG 62) and USS *Vincennes* (CG 49).

"The arrival of USS *Kitty Hawk* and its escorts at Changi Naval Base is a significant milestone in the relationship between our two navies," said Republic of Singapore's Chief of Navy, Rear Admiral Lui Tuck Yew. "The presence of the CNO at this arrival ceremony demonstrates the importance that you attach to this event."

The Changi facility is one of the few piers in the Pacific large enough to berth a carrier and only one of two located in Southeast Asia. Singapore's strategic location at the mouth of the Malacca Strait and the pier's deep-draft capability will enhance regional stability,

leaders say.

"These new facilities, designed to accommodate Singapore's vision for the future, are the latest example of Singapore's commitment to the values of peace and stability in this region," said Chief of Naval Operations Adm. Vern Clark.

Before having access to the Singaporean pier, carriers had to anchor out. Mooring pierside will make life a little easier for Sailors aboard carriers. No longer will they have to wait for a liberty boat to go ashore in Singapore. Now, it's just a short walk down the brow and off they go to see the sights.

Logistics Group Western Pacific, headquartered in Singapore, plans the re-supply of U.S. Navy ships with food, fuel and spare parts. In addition, the command ensures ships get required maintenance when transiting through the region.

"Logistics Group Western Pacific is here to support the fleet," said Rear Adm. Mark J. Edwards, commander of the logistics command. "This



**Commemorating the grand opening of Changi Naval Base Pier on March 23, 2001, U.S. Chief of Naval Operations Adm. Vern Clark presents Singapore Chief of Navy Rear Adm. Lui Tuck Yew with a painting of USS *Kitty Hawk* (CV 63) conducting flight operations.**

**Photo by Photographer's Mate 3rd Class Alex C. Witte**

access will help us accomplish our mission faster, safer and more efficiently for a carrier in port Singapore. Right now, it can be logistically challenging sometimes when our ships are anchored out. We have to ferry supplies and people to them."

As soon as the brow was in place, crewmembers walked off the ship, golf clubs in hand.

Access to Changi Pier gives Sailors more options to get out and explore the "Lion City," located only one degree north of the equator.

More information about Logistics Group Western Pacific can be found at <http://www.clwp.navy.mil>. For more information about ships of the 7th Fleet, go to <http://www.c7f.navy.mil>.

## REDUX Retirement Plan Not the Only Option

By Lt. j.g. Kim Brasel, Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) — Military members who fall under the Military Retirement Reform Act of 1986 (popularly known as the REDUX retired pay system) are now under the more lucrative "high three" pay system. However, they may elect to remain under REDUX and receive a bonus if they meet requirements established by the National Defense Authorization Act (NDAA) of FY00.

One of the highlights of the changes include service members being pulled out of the REDUX retired pay system (40 percent base pay for 20 years) and placed in the "High-3" retired pay system (50 percent base pay for 20 years).

The law also created a lump sum \$30,000 Career Status Bonus (CSB) for members who initially entered Aug. 1, 1986, or later who are willing to elect the REDUX retired pay system on their

15th anniversary of active duty and agree to remain on continuous active duty until their 20th anniversary.

Each requirement detailed in NAVADMIN 020/01 must be met to be eligible for the CSB/REDUX retired pay system. Service members who don't meet all the eligibility requirements on their 15th anniversary of active duty will not have the opportunity to elect the CSB/REDUX, unless the member falls within

exceptions issued by the Secretary of the Navy.

The SECNAV will soon issue a Career Status Bonus instruction for the Navy and Marine Corps that will detail exceptions.

Active-duty members with a Date of Initial Entry into Military (Uniformed) Service (DIEMS) of Aug. 1, 1986, or later will be notified by a GENADMIN message

See **REDUX**, page 5



# Trident Sub USS *Florida* Sailors Stay Navy

By Journalist 2nd Class Clint Scott, SUBASE Bangor Public Affairs

BANGOR, Wash. (NNS) — In the “war for people,” one ship has declared victory. The reenlistment rate of the Blue crew aboard the Trident submarine USS *Florida* (SSBN 728) recently reached 100 percent. The Gold crew was not far behind with 95 percent.

Ohio-class submarine crews topped the Navy in terms of personnel retention rates last year. Navy-wide, first-term Sailors reenlisted at a rate of 27.5 percent. By comparison, first-termers within the 16 Bangor Trident crews reenlisted at a rate of 62 percent. But among Bangor Trident submarine crews, USS *Florida* had the highest retention rates.

Trident submarines are unique in the Navy in that each has two crews, a Blue crew and a Gold crew. While one crew is on patrol, the other is training or resting. That deployment schedule, distinctive to Trident crews, may contribute to higher retention rates.

“I think a lot of it has to do with the patrol cycles,” said Chief Machinist’s Mate(SS) Joseph Lohmeier, Submarine Group 9 career counselor. “When they are on regular patrols the work schedule is predictable. And you get a break in between during the ‘off’ crew period. You know what’s coming up and you can plan for it. I think that schedule is what drives better retention.”

These outstanding retention numbers make USS *Florida* the best of the best in the fleet. *Florida* Sailors say they have something extra that sets them apart.

“I think our career review boards are our strongest method of retention,” said Chief Sonar Technician(SS) George Gray, *Florida* Blue’s command career

counselor. “We have them every time we’re on patrol. They are only required once every year, but we do them every six or seven months. We take a list of everything that happens in those career review boards and we follow up on it. I think follow-up is a big key also. Not only am I doing my job, I’m making sure the Sailor is keeping up his end of the bargain.”

Gray continued, “Our biggest goal is to help a person reach their goals. In most cases you can do that. Whether it’s education or travel or whatever, you can usually find some way that the Navy can make that happen for them. And I think what this command has done right is to go the extra mile to help a person achieve their goals.”

“You may hear someone say, ‘well, if a guy is going to get out, fine, let him get out,’” Gray said. “We don’t want people to get out. Not just because of retention rates, but because we want to keep good people in the Navy because good people make a good Navy. If someone comes up to me and says they want to get out, the first thing I try to find out is why.”

Sonar Technician 3rd Class(SS) Matt Hendl was considering getting out at the end of his enlistment when *Florida* Gold’s command career counselor approached him and asked what his plans were.

“I was kind of teeter-tottering about whether I should get out or not,” Hendl recalled. “He (the command career counselor) said, ‘hey, you ever look at this? You know your reenlistment bonus could be this. You could reenlist and go to school for a year...’ The options just kept on getting

better.”

Hendl reenlisted in January under the Selective Training and Reenlistment Program, which guarantees him a “C” school and advancement to petty officer second class.

Much of *Florida*’s retention success can be attributed to helping crewmembers meet their goals in the Navy, but at the end of the day, *Florida*’s career counselors say you can’t keep a Sailor who is not happy with

his job.

“I’m proud of our career review board, and I think it makes a difference, but if a person doesn’t like it here, they are not going to stay,” said Gray. “If they enjoy the people they work with and if they enjoy their job, they are going to be better workers and they are going to stay in the Navy.”

Job satisfaction and favorable command climate

See *Florida*, page 5

## Please Mr. Postman



Postal Clerk Seaman Lucas Reese from Odessa, Texas, waits on the flight deck of USS *Harry S. Truman* (CVN 75) for the arrival of mail. *Truman* is on station in the Persian Gulf in support of Operation Southern Watch. Photo by Photographer’s Mate Third Class H. Dwain Willis

**Ryan, con't. from pg. 2**

broaden the authority for career sea pay. Sea pay now comes under the Secretary of the Navy's purview. This allows us more flexibility to improve sea pay benefits."

Sea pay used to be 17 percent compensation of base pay in the 1980's and now, because of inflation, it has eroded to less than seven percent.

Ryan added, "We are trying to find \$100 million to

go toward restoring sea pay and are hopeful that we will be able provide this additional pay in fiscal year 2003. The Navy needs to send a very clear signal to all our men and women that we really value and appreciate the fact they sacrifice when they go to sea."

"The CNP visit was very informative," said Chief Aviation Ordnanceman(AW/SW) Darren Young, leading

chief petty officer for G-3 division. "He put everything in layman's terms, enabling Sailors to understand issues directly affecting them."

"The Chief of Naval Operations and I are serious about improvements to Sailors lives," Ryan said. "We're in a war for your talent."

Concluding, Ryan said one of the things *Kennedy* Battle Group Sailors do best is represent the United States,

here and abroad. "You deliver what the American people expect you to deliver and you live up to the ideals this country ought to stand for."

More information about USS *John F. Kennedy* and other carriers of the Atlantic Fleet can be found at <http://www.airlant.navy.mil/carriersbar.htm>. For other ships of the Atlantic Fleet go to <http://www.cnsl.spear.navy.mil>.

**REDUX, con't. from pg. 3**

on or shortly before the date they complete 14 years and six months of active duty to notify them that they may be eligible to make a CSB/REDUX election.

The notification message will include information on the member's DIEMS date and

active duty start date, explain how members can find their DIEMS date on documents in their permanent service record and make corrections to the Navy's master file or their permanent service record if needed. It will also include an explanation of the three different retired pay

systems, the formula used to calculate retired pay under each system, and the rules governing election of CSB/REDUX.

See NAVADMIN 020/01 on the BUPERS web site at <http://www.bupers.navy.mil> for detailed information on the policies, procedures and

responsibilities the Department of Defense has developed to implement and administer the Career Status Bonus (CSB) and related retired pay reforms enacted in the FY00 NDAA. For general information about military pay and benefits, go to <http://pay2000.dtic.mil>.

**Florida, con't. from pg. 4**

kept Sonar Technician 2nd Class(SS) Brian Voss on board for another term.

"The main reason I love my job is that I probably know 75 percent of the crew by their first name and it's honestly like a family," said Voss. "They know my life and I know their life and we are able to communicate on a regular basis the things that we do every day. We work together and have fun together, and that makes us closer. The best thing about being on board is the small community."

"Every guy who comes in seems to get brighter and brighter," said Gray. "They are enthusiastic, and with that enthusiasm comes a whole different way of dealing with people as far as retention goes.

You have so many guys who are excelling. They could get out and make good money on the outside. The key is to keep challenging them while they are in."

Electronics Technician 2nd Class(SW) Christopher Hunter found life on a Trident submarine challenging enough to stay on for another enlistment.

"Because the community is smaller, it places more responsibility on more junior personnel," said Hunter. "That's one of the things that helps provide job satisfaction, being as young as I am and having that sort of recognition for the job that I do. I can't think of many other 21-year-olds who do what I do. It is a lot of responsibility and that plays a

large part in job satisfaction."

"The most important thing is to make sure that the whole command is treated with dignity and compassion," said Cmdr. Barry Bruner, *Florida* Gold's commanding officer. "You can have high standards and still treat everyone with dignity and compassion. The ship has done very well in everything and it certainly wasn't due to me, and I'm not just being modest. It's due to everybody on board."

"The Navy is in a war for people," said Rear Adm. Charles Griffiths, commander, Submarine Group 9. "And I can say without hesitation that Commander Bruner has excelled in that area."

"All jobs in the Navy, like in every walk of life, have their good and bad points," Griffiths

noted, "things that we either line up in the pro or con column when comparing assignments. It's the duty of Navy leaders however, to always be on the lookout for opportunities to shift items out of that con column."

Navy Personnel Command's Center for Career Development (CCD) in Millington, Tenn., is planning to incorporate this retention success story into its best practices training program at future CCD career decision fairs around the fleet. CCD recognizes that the most important element of best practices is command involvement, and encourages other commands to be engaged, from LPO to CO, in enhancing career development programs for their Sailors.

**CNO, con't. from pg. 1**

on Howard's shoulder, the admiral asked if he plans to stay in the Navy.

The 19-year-old wants to make a career in the military. His goals include one day becoming an admiral himself. Howard explained the way he plans to achieve his dreams. "Set goals for myself and achieve one goal at a time, and hopefully, I'll make it," he said.

Howard joined the Navy a year ago because of the opportunities and benefits the Navy offers — including travel around the world to see places he'd always wanted to see.

The CNO outlined his expectations for leaders. The value and importance of providing opportunities for all Sailors to succeed in the Navy were central themes.

Knowing the Navy's leadership cared about its people and their success meant something to Sonar Technician 2nd Class(SW) Niki McClure, another Hewitt Sailor. "We can walk away from here knowing the Navy gave us a chance to prove ourselves, to be leaders. There's a guy in Washington that's working for me, not against me. In all honesty, I know that he's a good guy and that means a lot."

## Easter Egg Hunt



**Two Japanese children from Higa Elementary School, Okinawa, Japan, enjoy snacks and juice at a Navy-sponsored Easter egg hunt for kindergarteners at Kadena Air Force Base, Okinawa. Photo by Photographer's Mate 3rd Class Erick Wehnes**

## Navy/Marine Corps News

Look for the following stories and more on next week's Navy/Marine Corps News show:

- USS *Kitty Hawk* (CV 63) becomes the first carrier to moor at the Republic of Singapore's new deep-draft pier;
- The 24th Marine Expeditionary Unit practices amphibious operations at Camp Lejeune, N.C.;
- Real Marine Corps drill instructors give contestants a taste of what it takes to be a Marine in "Boot Camp," Fox's new game show;
- USS *Florida* (SSBN 728) comes out on top when it comes to what the CNO calls the "War for People."

Compiled on tape #2001-14, the show is on its way to the fleet now.

## In Naval History: April 1, 1893

The Navy's General Order 409 of Feb. 25, 1893, established the rate of chief petty officer effective April 1, 1893.

There were three branches of chiefs at the time — Seaman Branch: master-at-arms, boatswain's mate, quartermaster and gunner's mate. Artificer Branch: machinist and carpenter's mate. Special Branch: yeoman, apothecary and bandmasters.

More information about naval history can be found at <http://www.history.navy.mil>.



NAVNEWS, a weekly publication containing stories of fleetwide interest, is an official product of the Naval Media Center.

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